

Congratulations!



[The Office of Diversity and Cultural Competence \(ODCC\)](#) is pleased to announce the recent promotion of the following UIM faculty member of the Johns Hopkins School of Medicine. Please join us in congratulating Dr. Belcher to the rank of Professor, effective May 2016.

We wish her continued success in her career!

**UIM = Underrepresented in Medicine*

[Dr. Harolyn M. E. Belcher](#) is a neurodevelopmental pediatrician and research scientist at Kennedy Krieger Institute and is the director of the Center for Diversity in Public Health Leadership Training Programs. Dr. Belcher is also jointly appointed in the Department of Pediatrics at Johns Hopkins University School of Medicine and the Department of Mental Health at the Johns Hopkins Bloomberg School of Public Health.

Women of Color in Medicine

Dr. Chiquita Collins (Assistant Professor of Medicine and Associate Dean of Diversity, Johns Hopkins School of Medicine) and **Dr. Archana Chatterjee** (Professor and Chair, Pediatrics and Senior Associate Dean for Faculty Development, University of South Dakota Sanford School of Medicine) are co-leads of the AAMC Women of Color (WOC) Task Force, comprised of prominent leaders from major academic institutions and representatives of the AAMC Group on Women in Science in Medicine (GWISM) and Group on Diversity and Inclusion (GDI). Several projects are underway that address the intersectionality between gender and race in academic medicine, which includes toolkits, a webinar, conference presentations and scholarship. All of which are forthcoming. Stay tuned!

The WOC Task Force has been working for almost a year and to kickoff this inaugural effort, a new AAMC [Analysis in Brief \(AIB\)](#) was generated and is now available on both the [GWISM](#) and [GDI](#) websites. Data are presented for full-time faculty and demonstrate that in 2015, women made up more than one-third of the U.S. full-time faculty workforce, with women of color making up 28 percent of all women faculty. The AIB can be found [here](#) and is also attached as a PDF file.

Faculty Diversity Action Plan

All JHU divisions/schools were required to submit a Faculty Action Plan Draft by the Provost's Office back in early March. **Dr. Chiquita Collins** penned the School of Medicine's Action Plan, which was endorsed by SOM leadership. As of May 28, 2016, according to the Provost's Office, each division/school will have an opportunity to refine their drafts, as well as increase faculty input and engagement, before submitting a Final Action Plan, which is due to the Provost's Office in late August. The Associate Dean of Diversity, Dr. Collins, will continue to spearhead this effort and is scheduling one-on-one meetings with all SOM Department Directors, along with their faculty diversity council/committee leads to discuss implementation and procedure.

Johns Hopkins University Faculty Diversity Initiative (FDI)

We are pleased to announce that several candidates were approved by the Office of the Provost and the School of Medicine to support funding for new diverse faculty recruits. We encourage department directors to continue to seek diverse talent for faculty and leadership opportunities. Both **Vice Dean Janice Clements** and **Associate Dean Chiquita Collins** are instrumental with providing assistance with the preparation of materials. Please contact them for more information.

[Dr. Lisa Cooper, MD, MPH](#), JHM Vice President of Health Care Equity, received the inaugural JHU Faculty Excellence in Diversity Award, presented to her in a ceremony on the Homewood campus on May 10. This \$50,000 prize honors faculty who exemplify JHU's commitment to institutional excellence grounded in the belief that diversity of thought, people and experiences is central to both individual and school-wide success. Dr. Cooper also received the Award for Excellence in Faculty Mentoring, which includes a \$5,000 prize, recognizing her outstanding commitment to facilitating the development of early- and mid-career faculty. Both awards were created as part of the JHU FDI.

[Center for Salud/Health and Opportunity for Latinos \(SOL\)](#) won a Diversity Innovation Grant in the [Idea Lab](#) with their proposal titled, "[¡Bienvenido! Promoting respect, diversity, and inclusion at JH.](#)" To better serve the Latino Limited English Proficient (LEP) population, Centro SOL proposed to develop a brief training open to all Johns Hopkins staff and students. This training will focus on the importance of maintaining courtesy across language gaps and referring patients to the appropriate language services when needed in an effort to improve patient experience.

9th Annual Verano Zol Festival

Johns Hopkins Centro SOL is hosting a booth and is seeking volunteers

Sunday, June 12th at the Montgomery County Fairgrounds

Have questions? Please contact Dr. Adriana Andrade (aandrade@jhmi.edu)

2016 JHU Diversity Leadership Council Recognition Awards *Johns Hopkins School of Medicine Recipients*

- [Dr. Alicia Arbaje, MD, MPH](#), Assistant Professor, Department of Medicine
- [Dr. Marc Edwards, PhD](#), Postdoctoral Research Fellow, Department of Cell Biology
- [Jasmine Holmes](#), Medical Student, VP Student National Medical Association, JHU SOM Chapter
- [Dr. Rachel Levine, MD, MPH](#), Associate Vice Chair for Women's Academic Careers in Medicine, Associate Professor, Department of Medicine
- [Dr. Damani Piggott, MD](#), Assistant Professor, Co-Chair Annual Myron L. Weisfeldt Distinguished Visiting Professorship in Diversity, Department of Medicine